

TOWN OF CULPEPER
JOB CLASSIFICATIONS BY TITLE - FY2023

Position	Exemption Status	Grade	Hourly			Salary (40 hours/week)		
			Min	Mid	Max	Min	Mid	Max
Accounting Technician	NE	15	\$21.83	\$28.38	\$34.93	\$45,404.17	\$59,025.42	\$72,646.67
Administrative Manager	NE	15	\$21.83	\$28.38	\$34.93	\$45,404.17	\$59,025.42	\$72,646.67
Administrative Specialist	NE	12	\$18.82	\$24.47	\$30.12	\$39,155.07	\$50,901.59	\$62,648.11
Assistant Environmental Services Director	E	28	\$41.48	\$53.93	\$66.37	\$86,284.50	\$112,169.85	\$138,055.21
Assistant Finance Director	E	28	\$41.48	\$53.93	\$66.37	\$86,284.50	\$112,169.85	\$138,055.21
Assistant Information Technology Director	E	28	\$41.48	\$53.93	\$66.37	\$86,284.50	\$112,169.85	\$138,055.21
Assistant Light & Power Director	E	28	\$41.48	\$53.93	\$66.37	\$86,284.50	\$112,169.85	\$138,055.21
Assistant Public Works Director	E	28	\$41.48	\$53.93	\$66.37	\$86,284.50	\$112,169.85	\$138,055.21
Building & Grounds Maintenance Technician	NE	9	\$16.23	\$21.10	\$25.97	\$33,759.49	\$43,887.34	\$54,015.19
Business Operations Supervisor	E	20	\$27.98	\$36.37	\$44.77	\$58,198.21	\$75,657.67	\$93,117.13
Cable TV Technical Director	NE	11	\$17.91	\$23.29	\$28.66	\$37,257.93	\$48,435.31	\$59,612.69
Chief of Police	E	33	\$52.82	\$68.67	\$84.52	\$109,873.61	\$142,835.69	\$175,797.77
Chief Plant Operator	NE	22	\$30.84	\$40.10	\$49.35	\$64,152.73	\$83,398.55	\$102,644.37
Civilian Analyst	NE	17	\$24.10	\$31.33	\$38.56	\$50,131.28	\$65,170.66	\$80,210.05
Community Service Officer	NE	11	\$17.91	\$23.29	\$28.66	\$37,257.93	\$48,435.31	\$59,612.69
Construction Inspector	NE	17	\$24.10	\$31.33	\$38.56	\$50,131.28	\$65,170.66	\$80,210.05
Crew Leader	NE	16	\$22.93	\$29.81	\$36.69	\$47,701.63	\$62,012.12	\$76,322.61
Customer Service Representative	NE	11	\$17.91	\$23.29	\$28.66	\$37,257.93	\$48,435.31	\$59,612.69
Deputy Town Clerk	E	19	\$26.61	\$34.59	\$42.57	\$55,340.54	\$71,942.70	\$88,544.87
Deputy Treasurer	E	20	\$27.98	\$36.37	\$44.77	\$58,198.21	\$75,657.67	\$93,117.13
Electric Line Service Technician	NE	24	\$34.03	\$44.23	\$54.44	\$70,775.94	\$92,008.72	\$113,241.50
Electric Meter/Substation Generator Technician	NE	17	\$24.10	\$31.33	\$38.56	\$50,131.28	\$65,170.66	\$80,210.05
Electric Utility Heavy Equipment Operator	NE	15	\$21.83	\$28.38	\$34.93	\$45,404.17	\$59,025.42	\$72,646.67
Equipment Mechanic	NE	14	\$20.79	\$27.03	\$33.26	\$43,241.41	\$56,213.83	\$69,186.25
Equipment Operator	NE	12	\$18.82	\$24.47	\$30.12	\$39,155.07	\$50,901.59	\$62,648.11
Facilities Technician	NE	13	\$19.77	\$25.71	\$31.64	\$41,131.52	\$53,470.97	\$65,810.43
Finance Director/Town Treasurer	E	33	\$52.82	\$68.67	\$84.52	\$109,873.61	\$142,835.69	\$175,797.77
Fleet Manager	NE	19	\$26.61	\$34.59	\$42.57	\$55,340.54	\$71,942.70	\$88,544.87
Gardener	NE	11	\$17.91	\$23.29	\$28.66	\$37,257.93	\$48,435.31	\$59,612.69
Geographic Information System (GIS) Coordinator	E	24	\$34.03	\$44.23	\$54.44	\$70,775.94	\$92,008.72	\$113,241.50
Geographic Information System (GIS)Analyst	NE	17	\$24.10	\$31.33	\$38.56	\$50,131.28	\$65,170.66	\$80,210.05
Help Desk Technical Administrator	E	17	\$24.10	\$31.33	\$38.56	\$50,131.28	\$65,170.66	\$80,210.05
Human Resources Director	E	31	\$47.91	\$62.29	\$76.66	\$99,658.60	\$129,556.18	\$159,453.76
Human Resources Generalist	E	19	\$26.61	\$34.59	\$42.57	\$55,340.54	\$71,942.70	\$88,544.87
Information Technology Director	E	31	\$47.91	\$62.29	\$76.66	\$99,658.60	\$129,556.18	\$159,453.76
Laboratory Analyst	E	19	\$26.61	\$34.59	\$42.57	\$55,340.54	\$71,942.70	\$88,544.87
Lead Lineman	NE	24	\$34.03	\$44.23	\$54.44	\$70,775.94	\$92,008.72	\$113,241.50
Light and Power Director	E	32	\$50.31	\$65.40	\$80.49	\$104,641.53	\$136,033.99	\$167,426.45
Line Technician - 1st Class	NE	23	\$32.41	\$42.13	\$51.86	\$67,412.99	\$87,636.89	\$107,860.79
Line Technician - 2nd Class	NE	20	\$27.98	\$36.37	\$44.77	\$58,198.21	\$75,657.67	\$93,117.13
Line Technician Apprentice	NE	16	\$22.93	\$29.81	\$36.69	\$47,701.63	\$62,012.12	\$76,322.61
Maintenance/Construction Worker	NE	8	\$15.45	\$20.08	\$24.72	\$32,130.50	\$41,769.65	\$51,408.79
Management Analyst	E	22	\$30.84	\$40.10	\$49.35	\$64,152.73	\$83,398.55	\$102,644.37
Master Police Officer	NE	19	\$26.61	\$34.59	\$42.57	\$55,340.54	\$71,942.70	\$88,544.87
Meter Technician	NE	15	\$21.83	\$28.38	\$34.93	\$45,404.17	\$59,025.42	\$72,646.67
Network Security Engineer	E	24	\$34.03	\$44.23	\$54.44	\$70,775.94	\$92,008.72	\$113,241.50
Operations Manager	E	24	\$34.03	\$44.23	\$54.44	\$70,775.94	\$92,008.72	\$113,241.50
Operations Program Manager	E	20	\$27.98	\$36.37	\$44.77	\$58,198.21	\$75,657.67	\$93,117.13
Planner I	E	18	\$25.32	\$32.92	\$40.51	\$52,669.19	\$68,469.95	\$84,270.70
Planner II	E	20	\$27.98	\$36.37	\$44.77	\$58,198.21	\$75,657.67	\$93,117.13
Planning & Community Development Director	E	32	\$50.31	\$65.40	\$80.49	\$104,641.53	\$136,033.99	\$167,426.45
Planning and Zoning Assistant	NE	14	\$20.79	\$27.03	\$33.26	\$43,241.41	\$56,213.83	\$69,186.25
Plant Engineer	E	22	\$30.84	\$40.10	\$49.35	\$64,152.73	\$83,398.55	\$102,644.37
Plant Maintenance Worker	NE	10	\$17.07	\$22.18	\$27.30	\$35,495.49	\$46,144.14	\$56,792.79
Plant Mechanic	NE	15	\$21.83	\$28.38	\$34.93	\$45,404.17	\$59,025.42	\$72,646.67
Police Administrative Specialist	NE	12	\$18.82	\$24.47	\$30.12	\$39,155.07	\$50,901.59	\$62,648.11
Police Captain	E	25	\$35.73	\$46.45	\$57.17	\$74,318.59	\$96,614.16	\$118,909.74
Police Forensic/Network Analyst	E	24	\$34.03	\$44.23	\$54.44	\$70,775.94	\$92,008.72	\$113,241.50
Police Lieutenant	NE	23	\$32.41	\$42.13	\$51.86	\$67,412.99	\$87,636.89	\$107,860.79
Police Major	E	28	\$41.48	\$53.93	\$66.37	\$86,284.50	\$112,169.85	\$138,055.21
Police Officer I	NE	16	\$22.93	\$29.81	\$36.69	\$47,701.63	\$62,012.12	\$76,322.61
Police Officer II	NE	18	\$25.32	\$32.92	\$40.51	\$52,669.19	\$68,469.95	\$84,270.70
Police Sergeant	NE	20	\$27.98	\$36.37	\$44.77	\$58,198.21	\$75,657.67	\$93,117.13
Principal Planner	E	23	\$32.41	\$42.13	\$51.86	\$67,411.98	\$87,635.57	\$107,859.17
Programmer/Analyst	E	19	\$26.61	\$34.59	\$42.57	\$55,340.54	\$71,942.70	\$88,544.87
Public Services Director	E	34	\$55.47	\$72.10	\$88.74	\$115,367.29	\$149,977.48	\$184,587.66
Quartermaster/Property & Evidence Specialist	NE	14	\$20.79	\$27.03	\$33.26	\$43,241.41	\$56,213.83	\$69,186.25
Records Management/Administrative Specialist	NE	12	\$18.82	\$24.47	\$30.12	\$39,155.07	\$50,901.59	\$62,648.11
Records Specialist I	NE	10	\$17.07	\$22.18	\$27.30	\$35,495.49	\$46,144.14	\$56,792.79
Records Specialist II	NE	12	\$18.82	\$24.47	\$30.12	\$39,155.07	\$50,901.59	\$62,648.11
Revenue & Collection Specialist	NE	14	\$20.79	\$27.03	\$33.26	\$43,241.41	\$56,213.83	\$69,186.25

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Senior Accountant	E	21	\$29.37	\$38.18	\$46.99	\$61,082.31	\$79,407.00	\$97,731.70
Senior Construction Inspector	NE	19	\$26.61	\$34.59	\$42.57	\$55,340.54	\$71,942.70	\$88,544.87
Senior Equipment Mechanic	NE	16	\$22.93	\$29.81	\$36.69	\$47,701.63	\$62,012.12	\$76,322.61
Senior Equipment Operator	NE	14	\$20.79	\$27.03	\$33.26	\$43,241.41	\$56,213.83	\$69,186.25
Senior Human Resources Generalist	E	21	\$29.37	\$38.18	\$46.99	\$61,082.31	\$79,407.00	\$97,731.70
Senior Maintenance/Construction Worker	NE	10	\$17.07	\$22.18	\$27.30	\$35,495.49	\$46,144.14	\$56,792.79
Senior Planner	E	23	\$32.41	\$42.13	\$51.86	\$67,411.98	\$87,635.57	\$107,859.17
Senior Plant Mechanic/Instrumentation & Controls Technician	NE	18	\$25.32	\$32.92	\$40.51	\$52,669.19	\$68,469.95	\$84,270.70
Senior Utility Plant Operator	NE	17	\$24.10	\$31.33	\$38.56	\$50,131.28	\$65,170.66	\$80,210.05
Special Projects Director	E	31	\$47.91	\$62.29	\$76.66	\$99,658.60	\$129,556.18	\$159,453.76
Station Manager	E	19	\$26.61	\$34.59	\$42.57	\$55,340.54	\$71,942.70	\$88,544.87
Storekeeper	NE	18	\$25.32	\$32.92	\$40.51	\$52,669.19	\$68,469.95	\$84,270.70
Support Division Manager	E	21	\$29.37	\$38.18	\$46.99	\$61,082.31	\$79,407.00	\$97,731.70
Systems Administrator	E	23	\$32.41	\$42.13	\$51.86	\$67,412.99	\$87,636.89	\$107,860.79
Systems Architect	E	25	\$35.73	\$46.45	\$57.17	\$74,318.59	\$96,614.16	\$118,909.74
Tourism & Economic Development Director	E	31	\$47.91	\$62.29	\$76.66	\$99,658.60	\$129,556.18	\$159,453.76
Tourism and Marketing Specialist	NE	17	\$24.10	\$31.33	\$38.56	\$50,131.28	\$65,170.66	\$80,210.05
Town Clerk	E	26	\$37.71	\$49.03	\$60.34	\$78,440.46	\$101,972.60	\$125,504.73
Traffic Engineering Technician	NE	14	\$20.79	\$27.03	\$33.26	\$43,241.41	\$56,213.83	\$69,186.25
Travel Specialist	NE	8	\$15.45	\$20.08	\$24.72	\$32,130.50	\$41,769.65	\$51,408.79
Utility Billing Coordinator	NE	16	\$22.93	\$29.81	\$36.69	\$47,701.63	\$62,012.12	\$76,322.61
Utility Locator	NE	13	\$19.77	\$25.71	\$31.64	\$41,131.52	\$53,470.97	\$65,810.43
Utility Plant Operator I	NE	13	\$19.77	\$25.71	\$31.64	\$41,131.52	\$53,470.97	\$65,810.43
Utility Plant Operator II	NE	15	\$21.83	\$28.38	\$34.93	\$45,404.17	\$59,025.42	\$72,646.67
Utility Plant Operator Trainee	NE	11	\$17.91	\$23.29	\$28.66	\$37,248.64	\$48,436.96	\$59,602.40
Utility Service Technician	NE	13	\$19.77	\$25.71	\$31.64	\$41,131.52	\$53,470.97	\$65,810.43
Visitor Center Supervisor	NE	13	\$19.77	\$25.71	\$31.64	\$41,131.52	\$53,470.97	\$65,810.43
Water & Sewer Utility Supervisor	NE	21	\$29.37	\$38.18	\$46.99	\$61,082.31	\$79,407.00	\$97,731.70
Water & Sewer Utility Technician I	NE	12	\$18.82	\$24.47	\$30.12	\$39,155.07	\$50,901.59	\$62,648.11
Water & Sewer Utility Technician II	NE	15	\$21.83	\$28.38	\$34.93	\$45,404.17	\$59,025.42	\$72,646.67
Water & Sewer Utility Technician III	NE	17	\$24.10	\$31.33	\$38.56	\$50,131.28	\$65,170.66	\$80,210.05
Zoning Administrator	E	23	\$32.41	\$42.13	\$51.86	\$67,411.98	\$87,635.57	\$107,859.17
Zoning Inspector	NE	19	\$26.61	\$34.59	\$42.57	\$55,340.54	\$71,942.70	\$88,544.87